

## STILLWATER COUNTY

### Employee Benefits

July 1, 2007 – June 30, 2008

#### **HEALTH INSURANCE**

Stillwater County is self-insured. Employee Benefit Management Services (EBMS) is the Plan Administrator. Each employee has a \$750 deductible and there is a \$1500 family deductible. Rates for the employee are as follows, based on 26 pay periods:

	<b><u>Employee</u></b>	<b><u>Employer</u></b>
<b>Full-Time (30 hr+)</b>		
Single Employee	\$0	\$233.80 / pay period
Employee w / Spouse	\$146.60 / pay period	\$321.01 / pay period
Employee w / Child(ren)	\$108.77 / pay period	\$302.72 / pay period
Employee w / Family	\$202.05 / pay period	\$365.25 / pay period
<b>Part-Time (20-29 hrs)</b>		
Single Employee	\$116.90 / pay period	\$116.90 / pay period
Employee w / Spouse	\$307.10 / pay period	\$160.51 / pay period
Employee w / Child(ren)	\$260.13 / pay period	\$151.36 / pay period
Employee w / Family	\$384.67 / pay period	\$182.63 / pay period

#### **LIFE INSURANCE**

Each employee who is covered under the County Health insurance program has a \$10,000 life insurance policy.

#### **PUBLIC EMPLOYEES RETIREMENT**

Each employee who works over 520 hours per year is required to participate, and optional for others. Montana Public Employees Retirement Administration (MPERA) is the administrator. Employees are vested after 5 years of employment. Law enforcement personnel are covered under the Sheriff's Retirement System also administered by MPERA.

PERS	Employee pays 6.9 % of gross wage	County pays 6.935 % of gross wage
SRS	Employee pays 9.4245 % of gross wage	County pays 9.825 % of gross wage

#### **VACATION AND SICK LEAVE**

Full-time employees accrue 3.7 hours of sick leave each pay period ( 8 days annually). Accrued sick leave is paid upon termination at ¼ the employees pay rate. Full-time employees accrue vacation based on number of years of employment. 0 through 10 years – 15 days; 10 through 15 years – 18 days; 15 through 20 years – 21 days; 20 + years – 24 days. Part-time employees accrue sick and vacation hours on a pro-rated basis on hours worked.

#### **HOLIDAYS**

If a holiday falls on a Sunday, the Monday following will be the holiday. If a holiday falls on a Saturday, the Friday preceding will be the holiday. The County observes state holidays.

#### **PROBATION PERIOD**

There is a 6-month probation period for all employees except sheriff deputies, which have a 12 month probation period. Paid sick leave can be taken after 90 days and vacation can be taken 6 months after the first day of employment.

#### **SOCIAL SECURITY/MEDICARE/UNEMPLOYMENT**

The County pays Social Security, Medicare, and unemployment benefits for all employees. Elected officials do are not eligible for unemployment benefits.